

BOB BARNETT

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Proactive Human Resources professional with diverse and progressive HR experience in mid to large size fleet, oil & gas, pipeline, transportation and manufacturing companies with multi-state field offices. Extensive experience working directly with executive management to craft, implement, and assess programs to ensure stable growth and positive performance management.

- ◆ HR Business Partner & Leader
 - ◆ Staff Training & Development
 - ◆ Staffing Strategies & Oversight
 - ◆ Organizational Development
 - ◆ HR Legal and Regulatory Compliance
 - ◆ Compensation / Benefits
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PROFESSIONAL EXPERIENCE

Xtreme Drilling & Coil Services - *Corporate Human Resources Manager* 2014 - 2015

Manage, train and provide leadership to field HR teams and Operations Management of over 500 employees in U.S. Coil Tubing and Land Drilling operations. Provide strategic insight to company objectives as they pertain to the HR function. Guide and monitor the success of performance initiatives for the drilling and coiled tubing service lines.

- Guided the development of Fleet DOT employment processes, DOT Forms and Minimum Candidate Requirements / Qualifications, DOT road test and Structured Interview Questions by position.
- Managed the Exempt Performance Appraisal Process. Edited and revised Policies & Procedures.
- Initiated a metrics based approach and long term objectives to reduce costs and address issues impacting the company's ability to deploy units on a timely basis staffed with trained employees.

Nabors Industries Inc - *Senior HR Manager / HR Manager/ Corporate HR Representative* 2005 - 2013

U.S. Oil and Gas Well Production and Completion Services - Houston, Texas

Promoted from HR Representative to Sr. HR Manager, provided strategic and day-to-day guidance to HR and operations management of 3,000 multi-site employee groups in Fluid Hauling, Land Rig and ancillary operations.

* *Human Resources Manager* (2010 - 2013)

Recognized for developing a successful recruiting model inclusive of a metrics based approach, and for partnering HR with district management to address issues impacting operations.

- Developed a successful recruiting model that increased the SETX district 750 employee headcount by 37% and reduced turnover 60% over a six month period.
- Consistently met or surpassed goals in large part resulting from of a team of HR superstars who consistently exceeded expectations - six direct reports.
- Guided, conducted and reviewed routine and complex employee investigations. Approved employment termination and lay-off requests for a 3,000 employee client group.
- Initiated and led weekly conference calls with District business leaders and HR professionals to link HR strategies with business objectives.
- Shortened criminal background check completion time by 28%, resolved widespread user concerns and championed system changes as company liaison with First Advantage.

* *Human Resources Generalist* (2005 - 2010)

Responsible for full scope of HR generalist duties including workforce planning and strategy, employee relations, performance management, compensation, HR compliance, training and HR policy. Corporate liaison for TALX, Relocation Services, First Advantage and WorkSteps.

- Decreased turnover 38% by providing input and guidance on business unit restructures in East and West Texas during an economic downturn.
- Spearheaded the development of minimum hiring requirements/qualifications and tracking of key metrics and reporting methods related to staffing management in order to monitor and improve performance.
- Provided compensation guidance and approved offer letter terms for salaried hires, promotions and transfers. Revised hourly Wage Schedules and annual salaried Bonus Plans.
- Managed the annual performance review process for a salaried client groups consisting of 230 employees.
- Effectively supported the company's executive leadership by providing clear and complete understanding of the company's Policies and Procedures. Developed and revised Policies and Procedures.
- Successfully developed and conducted training that included hand outs, PowerPoint's and interactive material on topics such as Harassment and areas in Staffing Management.

EOTT / Link Energy - *Human Resources Generalist* - Houston, Texas 2001 - 2004

Reporting to the VP of HR, provided human resources leadership and support as primary HR contact for the Rockies, Central and Arklatex regions consisting of a fleet of 230 CDL Trucks and approximately 475 Fluid Hauling and Pipeline employees. HR support focused on employee relations and staffing, but included training, communications, OD, performance management, compliance and compensation.

- Led companywide campaign to successfully staff 43 new positions within 60 days.
- Designed, developed and delivered various training courses on topics targeted at HR compliance and leadership skills (i.e., Employment Process, Performance Management, Corrective Discipline, Harassment Prevention and Workplace Violence Prevention).
- Coached and assisted management in effectively managing employee relations issues. Conducted investigations, provided advice and counsel to field management regarding the interpretation of laws and regulations governing employee relations.

Continental Carbon Company - *Sr. Human Resources Representative* - Manufacturer - Houston, Texas

Sepeco Industries - *Human Resources Manager* - Industrial Pump Distributor, Houston, Texas

United Parcel Service - *Human Resources Supervisor / Operations Supervisor* - Houston, TX

EDUCATION / CERTIFICATIONS

Bachelor of Science in Business Management, LeTourneau University -1996, 3.9 / 4.0 GPA

PHR - Human Resources Certification Institute (HRCI)

SHRM - CP

PROFESSIONAL AFFILIATIONS

Houston Human Resource Management Association (HHRMA)

Society for Human Resources Management (SHRM)

COMPUTER

Proficient in the use of HR Management Systems, Taleo and MS Office Professional 2010